

## **NSPS Update**

### **NSPS Transition**

With the dawning of a new year and April around the corner, Fort Polk has commenced intensifying its readiness to transition to NSPS. Non-bargaining unit employees of the Garrison, Operations Group and the Army Contracting Agency will transition on 15 April 2007.

Your CPAC is busy assisting Transition Managers prepare for the road ahead and has prepared a NSPS Transition Plan for the Command's approval. The plan details actions to be taken and provides milestones to accomplish them. Any day now, affected employees can expect to be advised of (1) their organizational strategic plan, mission, and goals that will link to individual employee performance objectives and (2) the impact of NSPS on the organization. This information will be communicated in a variety of forums: All Hands Meetings, The Guardian, email, CPAC Information Bulletins and your local NSPS website located at (<http://www.jrtc-polk.army.mil/cpac/nsps.htm>)

You have been afforded the opportunity to complete NSPS 101 on duty time and to attend a NSPS Town Hall during the month of November 2006. The CPAC has completed its review of the video of each of those sessions and captured all of the questions. It is now feverishly researching the answers and expect to have both questions and answers posted to the local NSPS website by 15 February 2007.

Our next step is to commence the delivery of our class room just-in-time training. Non-bargaining employees of the Garrison and Operations Group were provided an individual copy of the NSPS Training Plan detailing training requirements along with the time lines. Pursuant to those plans you can expect to receive an 8 hour course on HR Elements and Performance Management. This course will provide you a more detailed description NSPS and its impact on you. We encourage you to review the materials on the local, DA and DoD websites to be prepared for the course. Supervisors will be provided a 16 hour course detailing their responsibilities under NSPS.

In addition to preparing to conduct training, we are also busy assisting in the structuring of pay pools and ensuring the data accuracy so that, among other things, you and your supervisor can have access to your NSPS Performance Appraisal. It will be located in MyBiz. So please create you an account. If you have any difficulties, please contact Ms. Janette Nolde at 531-1847 for assistance.

Well, we guess you've gathered by now that the rumor that NSPS was being placed on hold is just that, a rumor. We've been instructed to move ahead. We'll be the first to tell you if things change.

So let's get busy and do this thing like only Team Fort Polk can and commit to doing it better than the rest. After all, our continuing quest is to be the Army's best.